

# Michigan Township Association Compensation Survey

## Comparison by Population

Township	OSHTEMO CH	WASHINGTON	GAINES CH	WHITE LAKE	PLAINFIELD	BEDFORD CH	DELTA CH			
County	KALAMAZOO	MACOMB	KENT	OAKLAND	KENT	MONROE	EATON			
Population	21,705	25,139	25,146	30,019	30,952	31,085	32,408			
SEV	830,139,800	1,234,411,010	764,442,300	1,069,581,370	1,194,198,300	1,026,403,640	1,377,904,900			
YEAR	2011	2011	2012	2011	2011	2012	2011			
Parcels	7,510	13,241	8,273	12,803	13,634	14,110	13,456			
Supervisor	*									
-Salary	63,379.00	63,503.00	58,230.00	75,039.00	12,444.00	67,500.00	22,387.13			
-Hours/Pay by	NA / BD	30-40 / AM	< 20 / BD	30-40 / BD	< 20 / BD	> 40 / CC	< 20 / BD			
Supv Assesses 0/No 1/Yes										
-Salary	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
-Hours/Pay by	NA / NA	NA / NA	NA / NA	NA / NA	NA / NA	NA / NA	NA / NA			
Clerk	*									
-Salary	63,379.00	60,725.00	58,230.00	69,707.00	64,272.00	63,650.00	74,261.63			
-Hours/Pay by	NA / BD	30-40 / AM	< 20 / BD	30-40 / BD	30-40 / BD	> 40 / CC	> 40 / BD			
Treasurer	*									
-Salary	63,379.00	60,725.00	58,230.00	69,707.00	66,200.00	63,650.00	15,457.78			
-Hours/Pay by	NA / BD	20-30 / AM	< 20 / BD	30-40 / BD	30-40 / BD	> 40 / CC	< 20 / BD			
Trustee	*									
-Salary	2,400.00	7,426.00	95.00	8,175.00	110.00	12,360.00	10,447.33			
-Hours/Pay by	NA / YW	Part / YW	NA / PM	Part / YW	NA / PM	NA / YW	NA / YW			
-Extra Pay	0.00	0.00	0.00	0.00	45.00	0.00	0.00			
Trustee Stipend										
-Salary	50.00	0.00	0.00	0.00	0.00	0.00	0.00			
-Hours/Pay by	NA / PM	NA / NA	NA / NA	NA / NA	NA / NA	NA / NA	NA / NA			
Non-Statutory Mtg Pay										
-Salary	50.00	0.00	45.00	0.00	55.00	50.00	0.00			
-Hours/Pay by	NA / PM	NA / NA	NA / HR	NA / NA	NA / PM	NA / PD	NA / NA			
Deputy Clerk	*									
-Salary	20.35	63,121.00	17.10	58,101.00	22.58	42,685.00	50,855.31			
-Hours/Pay by	Full / HR	Full / YW	Part / HR	Full / YW	Full / HR	Full / YW	Full / YW			
Deputy Treasurer	*									
-Salary	15.00	57,121.00	13.06	53,417.00	22.84	42,685.00	0.00			
-Hours/Pay by	Full / HR	Full / YW	Part / HR	Full / YW	Full / HR	Full / YW	NA / NA			

**KEY: Pay Code**

YW = Yearly Wage PE = Per Election  
 PD = Per Diem PI = Per Inspection  
 RP = Run Pay PP = Per Parcel  
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**Prepared for BEDFORD CH Township, MONROE County**  
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## Comparison by Population

Planning Commission *	OSHTENO	WASHINGTON	GAINES	WHITE	PLAINFIELD	BEDFORD	DEATH				
-Chairman	75.00	0.00	80.00	35.00	105.00	55.00	50.00				
-Member	65.00	100.00	70.00	35.00	105.00	50.00	50.00				
-Secretary	0.00	0.00	0.00	35.00	405.00	50.00	50.00				
-Pay by	PM	PM	PM	PM	PM	PM	PM				
Zoning Board of Appeals *											
-Chairman	75.00	0.00	0.00	35.00	100.00	55.00	50.00				
-Member	65.00	100.00	0.00	35.00	100.00	50.00	50.00				
-Secretary	0.00	0.00	0.00	35.00	100.00	50.00	50.00				
-Pay by	PM	PM	NA	PM	PM	PM	PM				
Fire Board *											
-Chairman	0.00	0.00	0.00	0.00	0.00	55.00	50.00				
-Member	0.00	0.00	0.00	0.00	0.00	50.00	50.00				
-Secretary	0.00	0.00	0.00	0.00	0.00	50.00	50.00				
-Pay by	NA	NA	NA	NA	NA	PM	PM				
Parks Commission *											
-Chairman	0.00	0.00	55.00	0.00	0.00	2,893.00	50.00			3 Meetings	
-Member	0.00	0.00	45.00	0.00	0.00	2,293.00	50.00				
-Secretary	0.00	0.00	0.00	0.00	0.00	2,773.00	50.00				
-Pay by	NA	NA	PM	NA	NA	YW	PM				
Employee Pension	All	All	Some	Some	Some	Some	Some				
Employee Health	All	All	Some	Some	Some	Some	Some				
Employee Dental	All	All	Some	Some	None	Some	Some				
Employee Life	All	All	Some	Some	Some	Some	Some				
Employee Twp Car	None	Some	None	None	Some	None	Some				
Econ. Dev. Dir. *											
-Salary	0.00	0.00	0.00	0.00	0.00	0.00	50,660.09				
-High Range	0.00	0.00	0.00	0.00	0.00	0.00	65,857.95				
-Hours/Pay by	NA / NA	NA / NA	NA / NA	NA / NA	NA / NA	NA / NA	Full / YW				
Financial Director											
-Salary	0.00	73,639.00	0.00	0.00	59,680.00	55,000.00	67,629.01				
-High Range	0.00	0.00	0.00	0.00	71,888.00	0.00	87,920.02				
-Hours/Pay by	NA / NA	Full / YW	NA / NA	NA / NA	Full / YW	Full / YW	Full / YW				
Planning Director											

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**Population**

# Michigan Township Association Compensation Survey

## Comparison by Population

-Salary *	52,562.00	0.00	38,000.00	66,407.00	0.00	38,082.00 *	0.00				
-High Range	0.00	0.00	0.00	76,540.00	0.00	0.00	0.00				
-Hours/Pay by	Full / YW	NA / NA	Full / YW	Full / YW	NA / NA	Full / YW	NA / NA				
Clerk/Typist *											
-Salary	0.00	48,516.00	0.00	0.00	8.50	13.77	10.08				
-High Range	0.00	0.00	0.00	0.00	10.00	0.00	11.97				
-Hours/Pay by	NA / NA	Full / YW	NA / NA	NA / NA	Part / HR	Part / HR	Part / HR				
Fire Chief *											
-Salary	82,820.00	69,888.00	55,562.34	66,407.00	70,531.00	63,100.00	73,714.18				
-High Range	0.00	0.00	0.00	76,540.00	84,094.00	0.00	95,829.52				
-Hours/Pay by	Full / YW	Full / YW	Full / YW	Full / YW	Full / YW	Full / YW	Full / YW				
-First Hour	0.00	42.00	0.00	0.00	0.00	0.00	0.00				
-After 1st Hour	0.00	42.00	0.00	0.00	0.00	0.00	0.00				
Asst. Fire Chief *											
-Salary	74,000.00	0.00	0.00	0.00	55,611.00	16,480.00	55,219.08				
-High Range	0.00	0.00	0.00	0.00	66,461.00	0.00	71,786.95				
-Hours/Pay by	Full / YW	NA / NA	NA / NA	NA / NA	Full / YW	Full / YW	NA / NA				
Marshall/Inspector *											
-Salary	24.09	76,713.00	0.00	0.00	23.59	50,408.00	50,660.09				
-High Range	0.00	0.00	0.00	0.00	0.00	0.00	65,857.95				
-Hours/Pay by	Full / HR	Full / YW	NA / NA	NA / NA	Full / HR	Full / YW	Full / YW				
Maintenance/Custodian *											
-Salary	15.00	0.00	0.00	0.00	13.82	18.94	30,023.02				
-High Range	0.00	0.00	0.00	0.00	19.85	0.00	36,024.80				
-Hours/Pay by	Full / HR	NA / NA	NA / NA	NA / NA	Part / HR	Full / HR	Full / YW				
Building Official *											
-Salary	0.00	64,173.00	69,299.83	61,824.00	0.00	63,100.00	0.00				
-High Range	0.00	0.00	0.00	71,957.00	0.00	0.00	0.00				
-Hours/Pay by	NA / NA	Full / YW	Full / YW	Full / YW	NA / NA	Full / YW	NA / NA				
Township	OSHTEMO CH	WASHINGTON	GAINES CH	WHITE LAKE	PLAINFIELD	BEDFORD CH *	DELTA CH				
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BEDFORD TOWNSHIP COMPENSATION COMMITTEE (corrected

MINUTES OF MEETING: MARCH 18, 2013 - 6:00PM

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PE

MEETING CALLED TO ORDER BY B. ZEILER AT 6:05PM – GAVE PLEDGE OF ALLEGIANCE

PRESENT: B.ZEILER, J.SATKOWSKI, J.HOWARD, T.RITZLER, M.A.MCBEE ABSENT: NONE

APPROVAL OF MINUTES OF MEETING FEBRUARY 11, 2013, WITH CLARIFICATION STATING THAT THE BEDFORD TWP SUPERVISOR, TREASURER AND CLERK RECEIVE NO PER DIEM, AND THE PARK BOARD CHAIR RECEIVES A \$60. PER DIEM. Motion made by J. Satkowski to approve, 2<sup>nd</sup> by J. Howard, motion approved.

PLEASE  
NOTE →

Discussion: regarding setting the salaries for the next two fiscal years, for the elected officials of the Township. General agreement that the Township Supervisor was the go to person if there was a problem in the Township and that he was the one representing the Township in all aspects/meetings. B. Zeiler brought in additional salary comparisons of other townships. Discussed increases for cost of living made by social security in the past four years. \*

M.A. McBee made motion: To increase the present salaries of the Township Supervisor, Treasurer, Clerk, and Trustees by 1.3% for both of the next two fiscal years, starting July 1, 2013. Also, increase the per diem paid the trustees by \$5.00 to \$55.00.(For meetings other than regular Twp. Board meetings.)

Also, increase the salaries of the five members of the Park Board by \$50.00, for each of the next two fiscal years, starting July 1, 2013.

2<sup>nd</sup> by J. Satkowski, motion approved.

B. ZEILER TO MAKE PRESENTATION TO TOWNSHIP BOARD MEETING. HE WILL MAKE SURE IT IS PUT ON THEIR AGENDA FOR THEIR NEXT MEETING.

Motion to adjourn 6:45 M.A. McBee, 2<sup>nd</sup>. J. Satkowski

Minutes submitted by M.A. McBee

NOTE: PROJECTED INCREASES FOR NEXT TWO FISCAL YEARS ON NEXT PAGE.

MINUTES OF MEETING: MARCH 18, 2013 (CONTINUED)

PROJECTED INCREASES FOR NEXT TWO FISCAL YEARS@ 1.3%:

	JULY 1, 2013 TO JUNE 30, 2014	JULY 1, 2014 TO JUNE 30, 2015
PRESENT SALARIES		
SUPERVISOR: \$67,496.00	\$68,373.00	\$69,262.00
TREASURER: \$63,650.00	\$64,477.00	\$65,315.00
CLERK: \$63,650.00	\$64,477.00	\$65,315.00
TRUSTEES: \$12,359.00	\$12,520.00	\$12,683.00
PLUS THREE ADD'L TRUSTEES:	\$37,560.00	\$38,049.00

TRUSTEE PER DIEM INCREASED BY \$5.00.(For meetings other than regular Bedford Township Board meetings)

PARK BOARD

CHAIR: \$1,453.00	\$ 1,503.00	\$ 1,553.00
SECRETARY: \$1,453.00	\$ 1,503.00	\$ 1,553.00
TREASURER: \$1,453.00	\$ 1,503.00	\$ 1,553.00
BOARD MBR: \$974.00	\$ 1,024.00	\$ 1,074.00
ADD'L BOARD MBR: \$974.00	\$ 1,024.00	\$ 1,074.00

PARK BOARD PER DIEM WILL REMAIN THE SAME

# Social Security

The Official Website of the U.S. Social Security Administration

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## Cost-Of-Living Adjustments

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Automatic Determinations      Since 1975, Social Security general benefit increases have been cost-of-living adjustments or COLAs. The 1975-82 COLAs were effective with Social Security benefits payable for June in each of those years; thereafter COLAs have been effective with benefits payable for December.

COLA determination

SSI payment rates increase with COLA      Prior to 1975, Social Security benefit increases were set by legislation.

Social Security Cost-Of-Living Adjustments

Year	COLA	Year	COLA	Year	COLA
1975	8.0	1990	5.4	2005	4.1
1976	6.4	1991	3.7	2006	3.3
1977	5.9	1992	3.0	2007	2.3
1978	6.5	1993	2.6	2008	5.8
1979	9.9	1994	2.8	2009	0.0
1980	14.3	1995	2.6	2010	0.0
1981	11.2	1996	2.9	2011	3.6
1982	7.4	1997	2.1	2012	1.7
1983	3.5	1998	1.3		
1984	3.5	1999	2.5		
1985	3.1	2000	3.5		
1986	1.3	2001	2.6		
1987	4.2	2002	1.4		
1988	4.0	2003	2.1		
1989	4.7	2004	2.7		

<sup>a</sup> The COLA for December 1999 was originally determined as 2.4 percent based on CPIs published by the Bureau of Labor Statistics. Pursuant to Public Law 106-554, however, this COLA is effectively now 2.5 percent.

The first COLA, for June 1975, was based on the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from the second quarter of 1974 to the first quarter of 1975. The 1976-83 COLAs were based on increases in the CPI-W from the first quarter of the prior year to the corresponding quarter of the current year in which the COLA became effective. After 1983, COLAs have been based on increases in the CPI-W from the third quarter of the prior year to the corresponding quarter of the current year in which the COLA became effective.

### SSI COLAs

COLAs for the Supplemental Security Income (SSI) program are generally the same as those for the Social Security program. However, COLAs for SSI have generally been effective for the month following the effective month of Social Security benefit increases. See SSI historical payment standards for more detail.

*Last reviewed or modified 10/16/2012*